

DHR International
CASE STUDY

**ENHANCING FACULTY INCLUSIVENESS
DIVERSITY ACADEMIC CASE STUDY--MEDICAL COLLEGE**

THE CHALLENGE:

The leadership at DHR International's Medical College client was not satisfied with the progress being made in enhancing the inclusiveness of its faculty, even though the Medical College is a highly ranked academic institution. The ratio of diversity (URM) faculty to overall faculty remained below expectations. The leadership decided to task DHR International, a premier executive search firm, with developing an innovative approach to Identifying underrepresented minority (URM) faculty at other schools, for potential recruitment to the Medical College in order to enhance the inclusiveness of its faculty.

THE SOLUTION:

DHR was asked to develop and execute an innovative and proactive approach to recruiting diversity candidates to the Medical College. Once the approach proposed by DHR was agreed to, DHR conducted research on 12 schools to identify their URM faculty in basic science and clinical departments.

This extensive research took place over a period of two months and successfully provided the name, title/rank, department and e-mail address of every URM faculty member (Professors, Associate Professors, Assistant Professors, and Instructors) at all 12 schools.

DHR provided the above mentioned data file to the Medical College. The Medical College identified a subset of up to 30 persons of particular interest that might be a good fit with existing or upcoming faculty openings. Once accomplished, DHR contacted these individuals to determine their interest in the Medical College, its locale, and further details of their professional activities. We provided a write-up and CV.

Additionally, DHR has initiated and developed dialogue with McHarry, Howard and Morehouse Medical schools regarding their residents who are considering faculty roles.

ADVANTAGES:

All too often the norm of emphasizing diversity in the placement of academic ads for open positions, or asking search firms to include a diversity representative on the slate of candidates presented, does not do enough to bring qualified diversity candidates on to the faculty. DHR's innovative approach is providing its Medical College client with a vehicle for proactively sourcing diversity faculty right from the start when an opening occurs or is about to take place in the near future. What's more, as the inclusiveness of the Medical College faculty grows it will become increasingly seen as an attractive academic employer to subsequent URM graduates in the field.

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